



2003 Army Acquisition Workforce Conference

February 11-12, 2003 Atlantic City, New Jersey





2003 Army Acquisition Workforce Conference

February 11-12, 2003 Atlantic City, New Jersey

Army Acquisition Workforce Campaign Plan

MAJ Marko Nikituk

Acquisition Support Center

Phone: (703) 704-0111

DSN: 654-0111

marko-nikituk@us.army.mil



Purpose

To provide an information brief to the workforce on the emerging strategic objectives and initiatives



LEGACY Acquisition Workforce Programs

Program

Action Officer

- ✓ Competitive Development Group (CDG) Maria Holmes, 703-704-0101
- ✓ Acquisition Education, Training and Experience (AETE) Catalog
 - Executive Leadership Training (FEI, Harvard, Darden, Wharton, etc.)
 - Operational Experience
 - Bachelors/Masters degree, 12/24 business semester hours Eileen Reichler, 703-704-0125
Ellen Elgart, (732) 532-3955
Bonnie, Stewart, (256) 955-1921
 - Senior Service Fellowship Program at University of Texas, Austin Jim Welsh, 703-704-0104
 - Naval Postgraduate School (NPS) Jim Welsh, 703-704-0104
 - School of Choice Jim Welsh, 703-704-0104
 - Training With Industry (TWI) Jim Welsh, 703-704-0104
- ✓ AETE Regional Training Maxine Maples, 256-955-2764
- ✓ AAC Qualification Course (Q-Course) MAJ Marko Nikituk, 703-704-0111
- ✓ Acquisition Tuition Assistance Program (ATAP) Eileen Reichler, 703-704-0125
- ✓ Regional Rotational Developmental Assignment Program (RDAP) Eileen Reichler, 703-704-0125
- ✓ Acquisition Career Experience (ACE) Program Eileen Reichler, 703-704-0125
Janice Kurry, (732) 427-1692
Sharon Clodfelter, (256) 955-1632
- ✓ Industrial College of the Armed Forces (ICAF) Jim Welsh, 703-704-0104
- ✓ Defense Acquisition University (DAU) Courses Randy Williams, 703-704-0102

Annual Program Reviews to be conducted to re-visit necessity of programs and contribution to AAC Mission

Program descriptions can be found in the AAC Career Management Handbook



Strategic Objectives

- 1. A strengthened relationship with the Warfighter***
- 2. A clearly defined environment which encourages and offers career opportunities and provides leader development at all levels***
- 3. A technically competent Acquisition Workforce responsive to the current and future needs of the Army's Transformation***



Strategic Objective # 1 Initiatives

1. A strengthened relationship with the Warfighter

1.1 Design and Implement an Outreach/Communications Plan

- ✓ 1.2 Have PMs & TSMs host and visit Bn & Bde Commanders
- ✓ 1.3 Establish a collaborative, web-based environment for PMs, TSMs and the Warfighter
- ✓ 1.4 Develop civilian "Greening" course
- ✓ 1.5 Establish DACM Briefing Campaign for presentation *outside* of Acquisition Community
- ✓ 1.6 AAC Patch - Inactive
- ✓ 1.7 Invite Bn & Bde Commanders to conferences promoting the AAC and its systems



Initiative 1.1

A strengthened relationship with the Warfighter

Design and Implement an Outreach/Communications Plan

✓ **Implementation:**

- ✓ Cast a wide net
- ✓ Incorporate all types of media
- ✓ All acquisition organizations should publish in branch newsletters.
- ✓ Articles should include all contact information for the PMO and TSM representatives.

✓ **ACTION:**

- ✓ Award contract for FY03+ implementation.
- ✓ Develop PEO article schedule.

✓ **Status:**

- ✓ Phase I contract awarded to BRTRC Oct 02, PoP 90 days.
- ✓ Objective: develop a comprehensive, strategic communications/outreach plan
- ✓ Will use market research, organizational research, focus groups, and interviews to ensure the correct focus for the plan. All proposals will have associated metrics or measures of success.
- ✓ Phase II will be the implementation of the plan. Awaiting coordination with PEOs for scheduling articles.
- ✓ Established a Communications Working Group to develop a communication plan and program

✓ **Action Officer:** Thomasine Coleman, thomasine.coleman@us.army.mil, 703-704-0109



Initiative 1.2

A strengthened relationship with the Warfighter

Have PMs and TSMs host and visit Bn & Bde Commanders

✓ **Implementation/Action:**

- ✓ PMs and TSMs have not met regularly with their Operational Users
- ✓ Must establish a partnership with the Warfighter
- ✓ Must educate the Warfighter on the acquisition process
- ✓ Must provide PMs and TSMs an appreciation of the challenges that Warfighters face when using their systems.
- ✓ PMs and TSMs should work hand-in-hand when coordinating such visits.
- ✓ Use brief from DACM briefing campaign (Initiative 1.5) .

✓ **ACTION:** ASC to write process memo for DACM signature.

✓ **Status:** Awaiting for memo to be drafted

✓ **Action Officer:** Al Kinkella, alan.kinkella@us.army.mil, 703-704-0128

✓ **Metrics:** 1) Number of visits per PM/TSM, 2) follow-up survey of Operational Army



Initiative 1.3

A strengthened relationship with the Warfighter

Establish a collaborative, web-based environment for PMs, TSMs and the Warfighter

✓ **Implementation:**

- ✓ Warfighter feedback mechanism ineffective and non-responsive to their needs.
- ✓ Warfighters would use effective feedback mechanism
- ✓ Leverage collaborative, web-based environments
- ✓ Better advertise upcoming fieldings
- ✓ Use AKO to regularly “pulse” the Warfighter

✓ **ACTION:**

- ✓ ASC to work with Army Knowledge Online (AKO) to set up collaborative environment.
- ✓ Identify PM/TSM representatives and contact information to respond to questions from the field.
- ✓ Advertise to Warfighter community and any other users.

✓ **Status:** AKO orientation for ASC completed Oct 02

✓ **Action Officer:** Mimi Janes, mimi.janes@us.army.mil, 703-805-1052

✓ **Metrics:** 1) Number of questions from the field, 2) number of submissions to “Complaints/Compliments” box, 3) follow-up survey of Operational Army



Initiative 1.4

A strengthened relationship with the Warfighter

Develop civilian "Greening" experience

✓ **Implementation:**

- ✓ Many civilians are not aware of the role that the Warfighter plays in time of war.
- ✓ Hands-on "greening" experience for civilians establishes an appreciation and knowledge for how the systems that they develop are integrated into tactics and techniques.
- ✓ Potential opportunities:
 - ✓ National Training Center (NTC) at Ft. Irwin, Joint Readiness Training Center (JRTC) in Louisiana, "greening" program offered at Natick.
- ✓ Need to consider TDYs to force modernization offices to plan fieldings
- ✓ provide PMO interface

✓ **ACTION:**

- ✓ ASC to develop/refine programs.
- ✓ Advertise programs, solicit pilot candidates, make selections, conduct pilot.
- ✓ Possible requirement to mandate a percentage must attend "greening" experience (DACM memo?).
- ✓ Experiences should relate to the systems their office works.

✓ **Status:** Awaiting for ASC to initiate contact with potential sites

✓ **Action Officer:** Kelly Terry (primary AO), kelly.terry@us.army.mil, 732-532-1406; MAJ John Lemondes (military backup), john.lemondes@us.army.mil, 703-704-0103

✓ **Metrics:** 1) Number of individuals participating, 2) survey responses following each course



Initiative 1.5

A strengthened relationship with the Warfighter

Establish DACM briefing campaign for presentation outside of Acquisition Community

✓ **Implementation:**

- ✓ Educate the Warfighter on the role that the Acquisition Workforce plays everyday in their lives.
- ✓ Presentations to
 - ✓ FORSCOM
 - ✓ TRADOC
 - ✓ Army War College
 - ✓ Branch Pre-Command Course (PCC)
 - ✓ Operational Career Field (OCF) conferences
 - ✓ Command and General Staff College (CGSC)
 - ✓ Association of the US Army (AUSA) symposium. Some locations are already on the DACM's schedule.
 - ✓ Branch PCC and the Advanced Branch courses: Use PEOs to provide presentations
 - ✓ Develop standard brief for Bn and Bde commanders from the PMs

✓ **ACTION:**

- ✓ Develop presentation and surveys
- ✓ identify POCs for coordination
- ✓ develop & staff schedule
- ✓ **Action Officer:** LTC Ron Jacobs (presentation), ronald.jacobs@saalt.army.mil, 703-697-0723; Al Kinkella (scheduling and surveys), alan.kinkella@us.army.mil, 703-704-0128
- ✓ **Metrics:** 1) Number of individuals receiving presentation, 2) number of branches receiving presentation, 3) survey responses



Initiative 1.7

A strengthened relationship with the Warfighter

Invite Bn and Bde Commanders to conferences promoting the AAC and its systems

✓ **Implementation:**

- ✓ Inviting Bn and Bde Commanders to AAC conferences E
- ✓ Educate the Warfighter on the role of the Army Acquisition Workforce
- ✓ AAC can sponsor a "Warfighters Day" for all of the local commanders
- ✓ AUSA, efforts should be made to ensure that visiting Bn and Bde Commanders meet deliberately with PM representatives of their systems

✓ **ACTION:**

- ✓ Require PEOs to sponsor Bn and Bde Commander attendees for 2003 AUSA by 30 Jun 03.
- ✓ Coordinate "Warfighters Day" for next PEO/PM Conference.

✓ **Status:** Awaiting coordination with PEOs

✓ **Action Officer:**

✓ **Metrics:** 1) Number of Bn and Bde Commander attendees (at our expense) at 2003 AUSA and PEO/PM Conference, 2) follow-up survey



Strategic Objective # 2 Initiatives

2. A clearly defined environment which encourages and offers career opportunities and provides leader development at all levels

- ✓ 2.1 Implementation of AAC Civilian PM and Other Post-Utilization Taskforce initiatives
 - PM Career Model for civilians
 - Initiatives for PM Post-Utilization
 - Initiatives to improve low PM civilian selection rate
- ✓ 2.2 Secure required acquisition education, training and experience funding
- ✓ 2.3 Development of ILE and Q-Course
- ✓ 2.4 Evaluate an Acquisition PCC course
- ✓ 2.5 Conduct Enlisted assimilation
- ✓ 2.6 Re-evaluate career patterns for acquisition officers
- ✓ 2.7 Continue to develop and improve the Competitive Development Group



Initiative 2.1

Creating an environment for career opportunities and leader development

Implementation of AAC Civilian PM and Other Post-Utilization Taskforce initiatives

✓ **Implementation:**

- ✓ Taskforce completed its implementation plan in Sep 02 with briefings to the DACM and AAE.
- ✓ ASC, in coordination with PERSCOM AMB and the office of the ASA(M&RA) and the G-1, has begun execution of plan.
- ✓ 25 initiatives cover the areas of leadership, PM career model, post-utilization, personnel policy/procedures, training, the environment, incentives, and selection boards.
- ✓ Goal is to make it more enticing for potential PMs, Senior Service College (SSC) graduates, CDGs, and those on long-term training (LTT) to participate in programs, to change misperceptions/realities about the programs, and to ensure that they have challenging assignments of equal or greater responsibility following their tours/training.

✓ **ACTION:**

- ✓ ASC to identify Action Officers (AOs), develop action plans
- ✓ provide regular status reports to the leadership
- ✓ Conduct follow-on survey to measure impact of initiatives.

✓ **Status:** Implementation ongoing, IPR#2 scheduled for 27 Mar 03

✓ **Action Officer:** MAJ John Lemondes, john.lemondes@us.army.mil, 703-704-0103

✓ **Metrics:** 1) Number of civilian PM applicants, 2) number of civilian PM selectees, 3) quality of post-utilization assignments, 4) PM follow-on survey results



Initiative 2.2

Creating an environment for career opportunities and leader development

Secure required acquisition education, training and experience funding

- ✓ **Implementation:**
 - ✓ ASC responsible for providing the programs that develop our workforce
 - ✓ Programs include the Acquisition Tuition Assistance Program (ATAP), opportunities in the Acquisition Education, Training and Experience (AETE) catalog, the Competitive Development Group (CDG), Senior Service College (SSC), Naval Post-Graduate School (NPS), the Acquisition Career Experience (ACE), the Rotational Development Assignment Program (RDAP), and DAWIA courses offered by the Defense Acquisition University (DAU).
 - ✓ Workforce increasing and funding for these programs needs must increase proportionately
- ✓ **ACTION:**
 - ✓ ASC to determine required funding
 - ✓ Must present and champion to the Manning PEG.
- ✓ **Status:**
 - ✓ Coordinating with RM to identify required funding and justifications.
 - ✓ PEGs planned for 1-2QFY03. Nearest year we can effect the POM is FY05.
 - ✓ DAU funding requirement submitted, awaiting FY03 allocation.
- ✓ **Action Officer:** Tracey Goldstein (ASC programs), tracey.goldstein@us.army.mil, 703-805-1008; Randy Williams for DAU training, randall.williams@us.army.mil, 703-704-0102
- ✓ **Metrics:** Amount of funding provided



Initiative 2.3

Creating an environment for career opportunities and leader development

Development of ILE and Q-Course

✓ **Implementation:**

✓ Intermediate Learning Education (ILE)

- ✓ Will replace Command and General Staff College (CGSC)
- ✓ Military only and will include providing Level III certification in a primary career field (CF) and Level II certification in a secondary CF.
- ✓ Implementation deferred for two years

✓ Qualification Course (Q-Course)

- ✓ Replaces and expands scope of the Materiel Acquisition Management (MAM) course
- ✓ Provides equivalencies for ACQ 101, ACQ 201, CON 101, CON 104, LOG 101, IRM 101, SAM 101, and TST 101.
- ✓ Must increase civilian participation
- ✓ Take course to the workforce & integrate with the Warfighter

✓ **ACTION:**

- ✓ ILE: Initiate effort to acquire 60 AAC AOWC seats.
- ✓ Q Course: Coordinate with the field and workforce to increase locations, availability, and civilian participation.

✓ **Status:** Implementation ongoing

✓ **Action Officer:** MAJ John Lemondes (ILE), john.lemondes@us.army.mil, 703-704-0103; MAJ Marko Nikituk (Q-course), marko.nikituk@us.army.mil, 703-704-0111

✓ **Metrics:**

- ✓ Number of attendees per course
- ✓ Number of civilians attending the Q-Course
- ✓ Number of offerings/locations of the Q-Course
- ✓ Effectiveness of teaching



Initiative 2.4

Creating an environment for career opportunities and leader development

Evaluate an Acquisition PCC course

- ✓ **Implementation:**
 - ✓ PM and acquisition commanders must complete Pre-Command Courses (PCCs) prior to assuming those positions
 - ✓ Consider the feasibility to develop an Acquisition PCC for limited population
 - ✓ Purpose of the Acquisition PCC will be to cover areas not taught in existing PCC courses
 - ✓ Course not to exceed two days.
- ✓ **ACTION:**
 - ✓ ASC to determine feasibility
 - ✓ Coordinate w/DAU as extension of EPMC, course content,
 - ✓ obtain leadership endorsement,
 - ✓ Obtain commitment from participating offices
 - ✓ Schedules
- ✓ **Status:**
 - ✓ IPR held on 15 Nov 02 decided to provide information in the PM Handbook being developed under initiative 2.1 (Implementation of AAC Civilian PM and Other Post-Utilization Taskforce initiatives).
- ✓ **Action Officer:** Al Kinkella, alan.kinkella@us.army.mil, 703-704-0128
- ✓ **Metrics:** Student questionnaire following the course



Initiative 2.5

Creating an environment for career opportunities and leader development

Conduct Enlisted Assimilation

✓ **Implementation:**

- ✓ Efforts are underway to obtain a separate Military Occupational Specialty (MOS) for Non-Commissioned Officers (NCOs)
- ✓ Intent is to establish career growth potential from E6 Staff Sergeant to E9 Sergeant Major
- ✓ Concept Plans and Decision briefs are on-going

✓ **ACTION:**

- ✓ ASC to obtain final approval from Chief of Staff of the Army (CSA) and Sergeant Major of the Army (SMA)
- ✓ Begin assimilation
- ✓ Establish career path
- ✓ Determine feasibility of other career fields
- ✓ Increase end strength by 20%

✓ **Status:** Awaiting brief to CSA/SMA

✓ **Action Officer:** CW2 Cevilla Mosby, cevila.mosby@us.army.mil, 703-704-0105

✓ **Metrics:** 1) Number of Enlisted personnel assimilated based on new MOS. 2) end strength increase by 20%



Initiative 2.6

Creating an environment for career opportunities and leader development

Re-evaluate career patterns for acquisition officers

✓ **Implementation:**

- ✓ Career goals of military officers is to be a Product/Project Manager (PM) and/or Acquisition Commander.
- ✓ Certain military career fields do not currently provide the necessary experience to become competitive for the PM Boards.
- ✓ PEO and PM experience is highly favored by Board members when making these selections.
- ✓ Opportunities for PEO/PM experience in these career fields are rare.
- ✓ Many 51Cs and 51Rs primarily work as not generally afforded the opportunity to obtain PEO/PM experience.
- ✓ Grow" PMs with contracting and information technology backgrounds.

✓ **ACTION:**

- ✓ Establish IPT to evaluate 51C and 51R career paths
- ✓ Coordinate with Initiative 2.3 for changes to DA PAM 600-3
- ✓ Ensure proper staffing with PEOs/Commands before finalization

✓ **Status:** Awaiting establishment of IPT

✓ **Action Officer:** MAJ Bill Boruff (51C), william.boruff@us.army.mil, 703-805-5495; MAJ Marko Nikituk (51R), marko.nikituk@us.army.mil, 703-704-0111

✓ **Metrics:** Future PM/Acquisition Commander selectees with 51C and 51R backgrounds



Initiative 2.7

Creating an environment for career opportunities and leader development

Continue to develop and improve the Competitive Development Group (CDG)

✓ **Implementation:**

- ✓ Purpose of the CDG program is to “grow” Army civilian acquisition leaders of the future
- ✓ Establishing a “PM Track” within the CDG program that would include the necessary PEO/PM assignments and training to develop the right leadership competencies.
- ✓ Offer the PM Track as a pilot in FY04 and on a voluntary basis.
- ✓ CDG program will also be expanding to consider required HQDA staff assignments and other high-profile assignments such as Objective Force (OF) to support Transformation.

✓ **ACTION:**

- ✓ ASC to establish requirements for “PM Track”
- ✓ Develop/solicit necessary assignments and training
- ✓ Requiring HQDA staff or other high-profile assignments
- ✓ Solicit and schedule assignments as feasible.

✓ **Status:** Awaiting establishment of PM Track and other assignments

✓ **Action Officer:** Maria Holmes, maria.holmes@us.army.mil, 703-704-0101

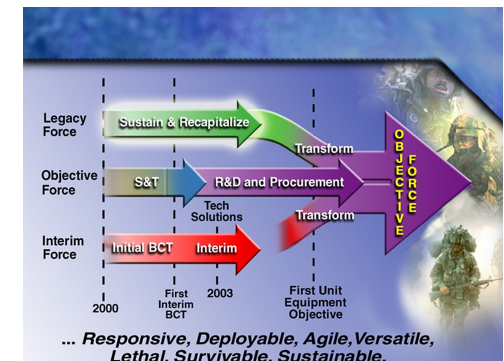
✓ **Metrics:** 1) CDG participants in the PM Track, HQDA Staff and OF assignments, 2) learned leadership competencies



Strategic Objective # 3 Initiatives

3. A technically competent Acquisition Workforce responsive to the current and future needs of the Army's Transformation

- ✓ 3.1 Partner with OSD to achieve recruitment, hiring and retention initiatives
- ✓ 3.2 Pursue/continue advanced education and training programs
- ✓ 3.3 Evaluate the feasibility of a “virtual knowledge center” available to PMs
- ✓ 3.4 Identify Objective Force and other high-profile assignments under the CDG and RDAP programs
- ✓ 3.5 Leverage opportunities to recognize our people and their accomplishments in support of the Army's Transformation
- ✓ 3.6 Expand the Acquisition Personnel Demonstration Project, align with OSD to create a single Acquisition Contribution-Based Personnel System





Initiative 3.1

Developing a technically competent workforce responsive to the needs of Transformation

Partner with OSD to achieve recruitment, hiring and retention initiatives

✓ **Implementation:**

- ✓ Soon over 50% of our workforce will be eligible to retire
- ✓ Retirees will leave a wealth of institutional knowledge.
- ✓ Must come capture this institutional knowledge.
- ✓ Must effectively recruit and retain individuals with the critical skills, and at the right levels, and at the right time
- ✓ Army's Human Resource (HR) Performance Plan must identify the gaps that we can expect and when
- ✓ Army must develop proactive, aggressive recruiting and retention strategies to fill those gaps.
- ✓ Must consider managing Career Program perspective
- ✓ Army must leverage OSD has efforts underway

✓ **ACTION:**

- ✓ ASC to develop robust HR Performance Plan
- ✓ Closely align with OSD on recruiting, hiring and retention initiatives
- ✓ Tie in with Outreach/Communications Plan

✓ **Status:** Continue to work closely with OSD

✓ **Action Officer:** Kevin Maisel, Kevin.Maisel@us.army.mil, 703-704-0114

✓ **Metrics:** Hiring and retention numbers vs. HR Performance Plan requirements



Initiative 3.2

Developing a technically competent workforce responsive to the needs of Transformation

Pursue senior education and professional development programs

✓ **Implementation:**

- ✓ Army Acquisition Corps (AAC) provides a variety of advanced and senior education and professional development opportunities
- ✓ Military graduates receive credit for Military Education Level (MEL) I.
- ✓ All graduates receive are awarded Senior Service College (SSC) equivalency.
- ✓ SSCFP DL course is an extension of the UT resident fellowship.
- ✓ Continuing education and professional development programs are Training With Industry (TWI), and the Naval Post-Graduate School (NPS).

- ✓ **ACTION:** Acquisition Support Center to assess SSCFP pilot DL program and determine future feasibility.
- ✓ **Status:** Awaiting determination to continue SSCF-DL program.
- ✓ **Action Officer:** Jim Welsh, jim.welsh@us.army.mil, 703-704-0104.
- ✓ **Metrics:** Measure success of learned leadership and professional competencies
- ✓ **New initiative being under development:** Assigning potential aviator test pilots to AFIT for graduate degree and MEL-4/ILE equivalency with follow-on to 10-month XTP course at Patuxent NAS, followed by operations tour as XTPs.



Initiative 3.3

Developing a technically competent workforce responsive to the needs of Transformation

Evaluate the feasibility of a “virtual knowledge center” available to PMs

✓ **Implementation:**

- ✓ PMs and Acquisition Commanders can benefit from the lessons learned and experiences of their predecessor
- ✓ Should be able to leverage the knowledge and skills available within their PEO/Command or fellow PM offices (PMOs)
- ✓ Will evaluate the feasibility of establishing a web-based, collaborative “virtual knowledge center”
- ✓ Knowledge center to provide subject matter experts (SMEs) within the different functional fields to deliver guidance and advice, and have the capability to share this information with the entire PEO/PM/Command community.
- ✓ Consider what may already exist such as Center for Army Lessons Learned (CALL) and the use of AKO.
- ✓ **ACTION:** ASC to evaluate existing alternatives, query PEOs for requirement, implement environment if feasible.
- ✓ **Status:** In evaluation stages, to coordinate with CALL and AKO
- ✓ **Action Officer:** Mimi Janes, mimi.janes@us.army.mil, 703-805-1052
- ✓ **Metrics:** TBD



Initiative 3.4

Developing a technically competent workforce responsive to the needs of Transformation

Identify Objective Force and other high-profile assignments under CDG and RDAP programs

✓ **Implementation:**

- ✓ Identify critical Objective Force, Future Combat Systems and Stryker and other high-profile assignments
- ✓ Assignments will be within the CDG and Rotational Development Assignment Programs (RDAP)
- ✓ Will provide a “system of systems” acquisition experience
- ✓ Closely coordinated with Initiative 2.8 - Continue to improve the CDG program

✓ **ACTION:** ASC to solicit and schedule assignments for CDG and RDAP programs.

✓ **Status:** Identified assignments

✓ **Action Officer:** Maria Holmes (CDG), Maria.Holmes@us.army.mil, 703-704-0101; Eileen Reichler (NCR-RDAP), Eileen.Reichler@us.army.mil, 703-704-0125; Kelly Terry (NE – RDAP), Kelly.Terry@us.army.mil, (732)532-1406. Maxine Maples (SE-RDAP), Maxine.Maples@amd.army.mil, (256) 955-2764

✓ **Metrics:** Number of assignments identified, 2) number of participants, 3) learned leadership competencies



Initiative 3.5

Developing a technically competent workforce responsive to the needs of Transformation

Leverage opportunities to recognize our people and their accomplishments in support of the Army's Transformation

- ✓ **Implementation:**
 - ✓ Path to Transformation will require our workforce to do some extraordinary duties
 - ✓ Must have a method to recognize at the AAE level
 - ✓ PEOs/Commands shall have a process to recommend recognition for their workforce
 - ✓ Recognition will be presented by the AAE or DACM
 - ✓ Opportunities for the Warfighter to work with the PEO to identify deserving personnel for recognition
- ✓ **ACTION:** Establish awards/recognition program.
- ✓ **Status:** Continuing to investigate ideas for awards' program.
- ✓ **Action Officer:** Roberta McMillen, roberta.mcmillen@us.army.mil, 703-805-1017
- ✓ **Metrics:** 1) Number of awards established, 2) impact on workforce productivity and morale (TBD by AO)



Initiative 3.6

Developing a technically competent workforce responsive to the needs of Transformation

Expand the Acquisition Personnel Demonstration Project, Align with OSD to create a single Acquisition Contribution-Based Personnel System

✓ **Implementation/Action:**

- ✓ Interest in expanding the Acquisition Personnel Demonstration Project within the Army continues to increase.
- ✓ Personnel demonstration allows managers to set pay and facilitate pay progression providing for more competitive recruitment and for accelerated hiring.
- ✓ OSD has the authority for 95,000 individuals to participate in this demo
- ✓ Only 5,000+ actual do.
- ✓ Army acquisition organizations are clamoring to join the on-going Acquisition Demonstration Project
- ✓ The NDAA for FY2003 extended the AcqDemo to September 30, 2012.
- ✓ Additional participants that are planned include PEO Soldier, PEO STRI, AMSAA, AMCOM, TACOM, and the Army Test and Evaluation Command's Developmental Test Command and Operational Test Command.
- ✓ Wholesale assimilation of the entire Army acquisition workforce (~40,000) into the Acquisition Demo is needed.
- ✓ Dr. Chu, the Under Secretary of Defense for Personnel and Readiness, vision is for a single personnel system for all DoD
- ✓ OSD has an initiative to identify best practices within existing demonstration projects for this single personnel system
- ✓ Fashioning a single personnel system will greatly enhance our ability to recruit and retain the skilled workforce

✓ **ACTION:**

- ✓ Assimilate Army Acquisition personnel
- ✓ Align with OSD to promote single contribution-based personnel system
- ✓ Identify and execute metrics to measure success

✓ **Status:** Implementation ongoing

✓ **Action Officer:** Jerry Lee, Jerold A.Lee@us.army.mil, 703-805-5498

✓ **Metrics:** 1) Before and after productivity metrics, 2) before and after hiring metrics, 3) before and after retention metrics, 4) workforce morale



2003 Army Acquisition Workforce Conference

February 11-12, 2003 Atlantic City, New Jersey

Army Acquisition Workforce Campaign Plan

MAJ Marko Nikituk

Acquisition Support Center

Phone: (703) 704-0111

DSN: 654-0111

marko-nikituk@us.army.mil